

Using Data to Better Understand the UC Faculty Review Process

*a highly aggregated or system-wide
perspective*



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Using Data to Better Understand the UC Faculty Review Process

- CAP gender and ethnicity composition



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- CAP gender and ethnicity composition
- HERI Faculty Survey Results



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Using Data to Better Understand the UC Faculty Review Process

- CAP gender and ethnicity composition
- HERI Faculty Survey Results
- UC STEM Assistant Professor Study



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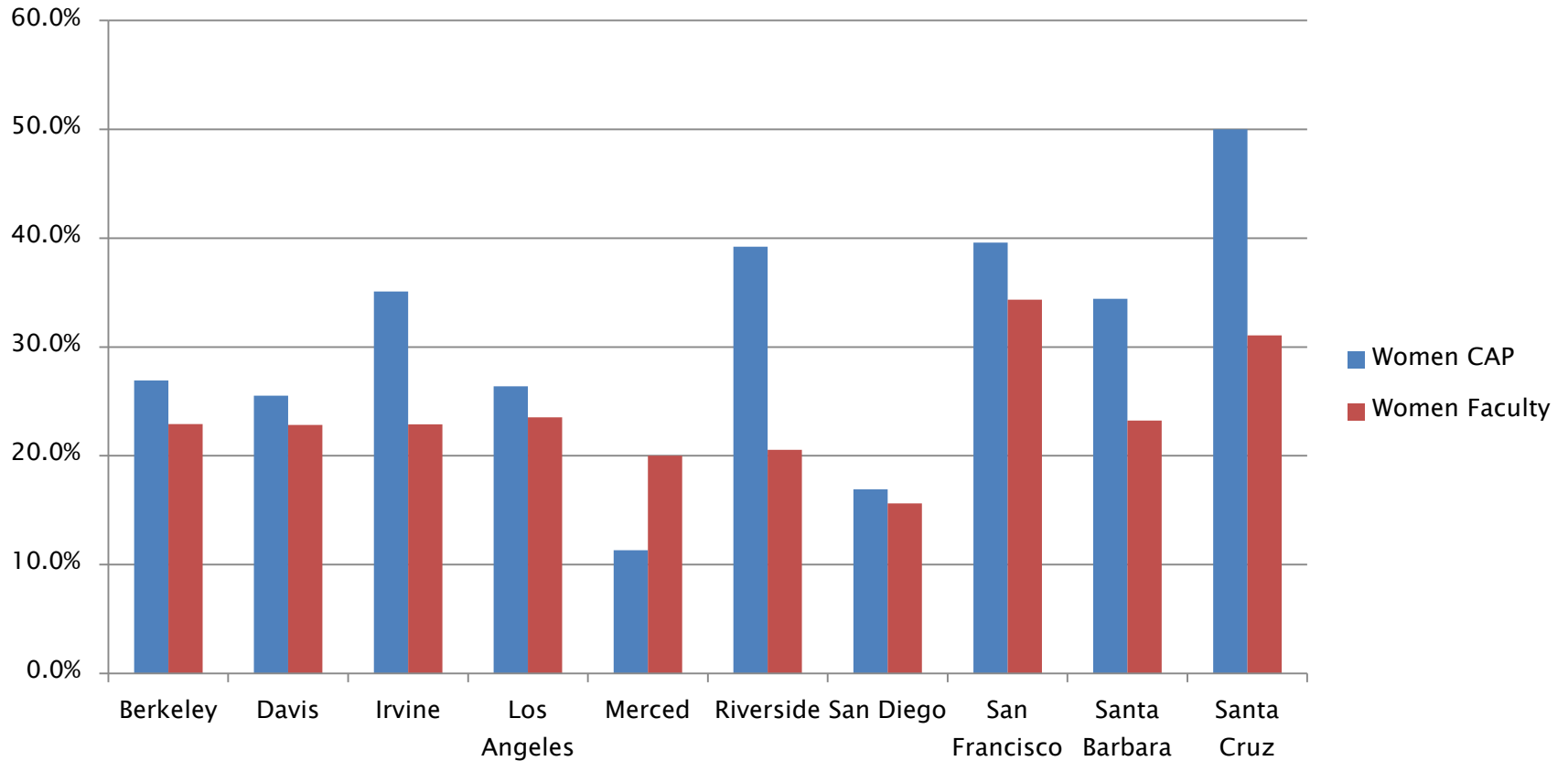
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- CAP gender and ethnicity composition
- HERI Faculty Survey Results
- UC STEM Assistant Professor Study
- UC STEM Transition from Associate Professor to Professor

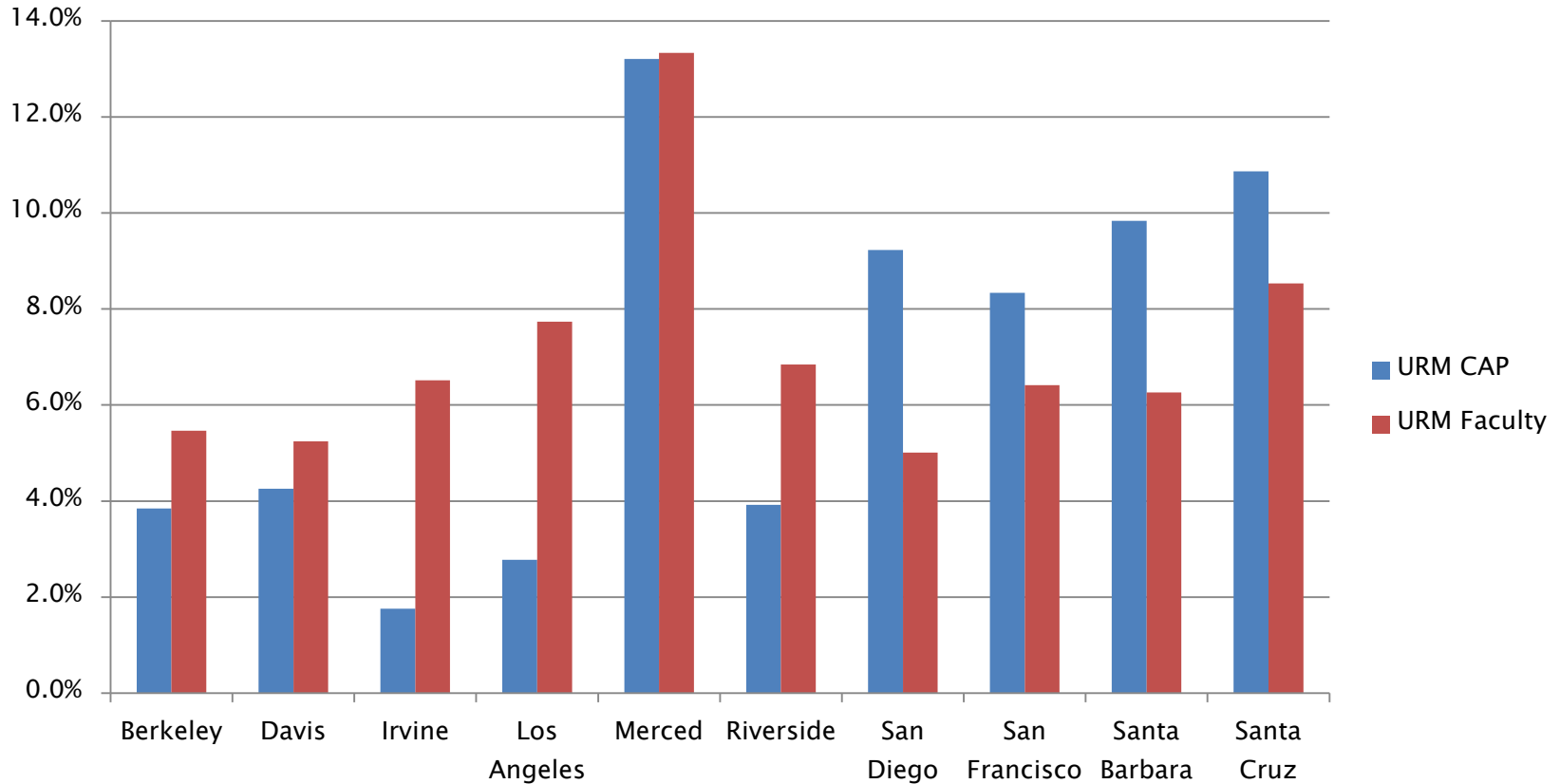


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Committee on Academic Personnel, Percent of Women CAP Members and Faculty, By Campus, 2006-07 through 2010-11



Committee on Academic Personnel, Percent of Under Represented Minorities of CAP Members and Faculty, By Campus, 2006-07 through 2010-11



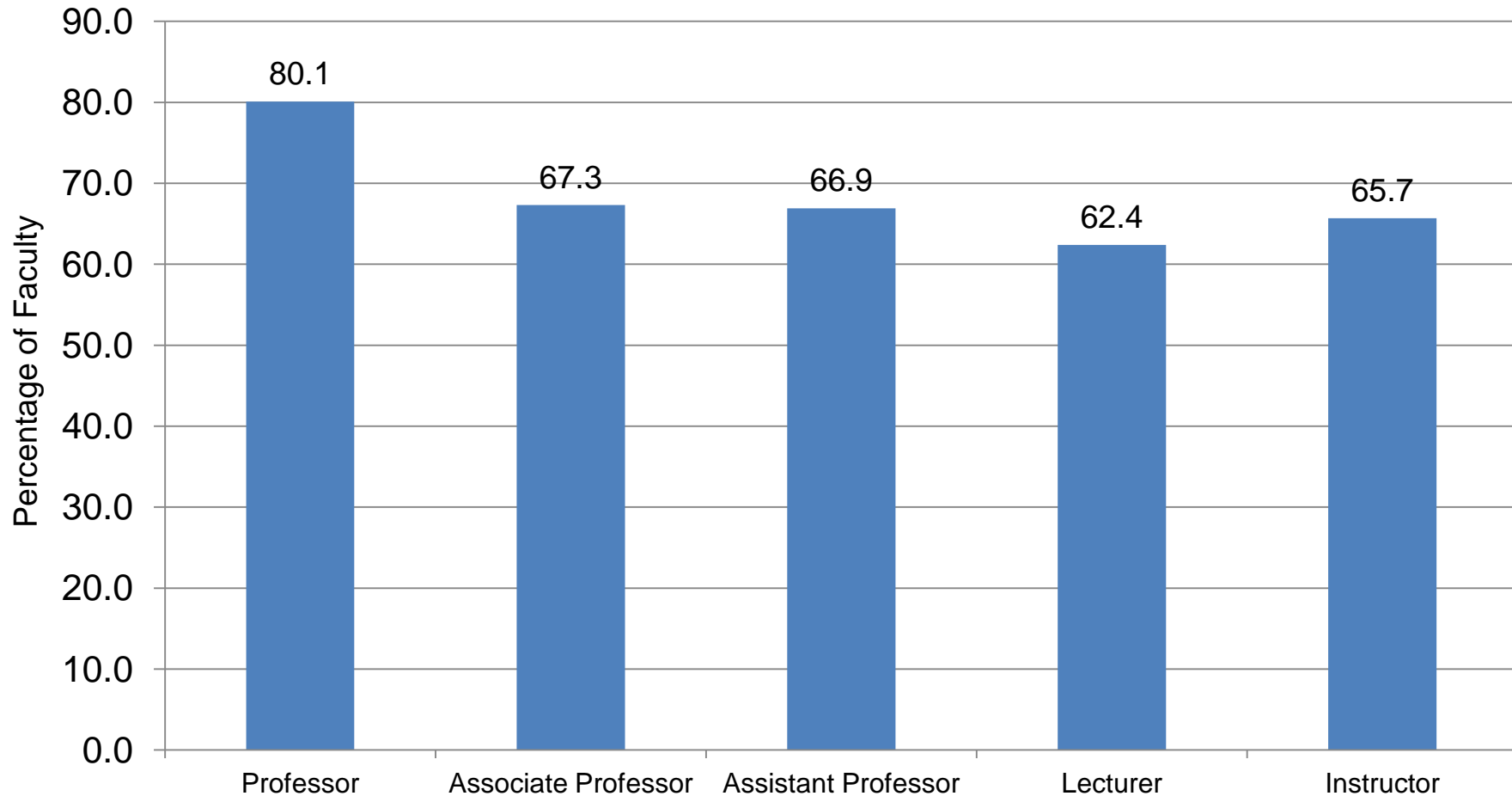
HERI Faculty Survey, 2010-2011

- ▶ 23,824 full-time, undergraduate teaching faculty respondents at four-year institutions
 - Weighted to represent the national population of full-time undergraduate teaching faculty at four-year colleges and universities
- ▶ Respondents come from 417 four-year colleges and universities
- ▶ On a 3 year cycle, Survey administered from August 2010 through April 2011
- ▶ 2013-2014 HERI Faculty Survey administration begins this fall
 - <http://heri.ucla.edu/facoverview.php>

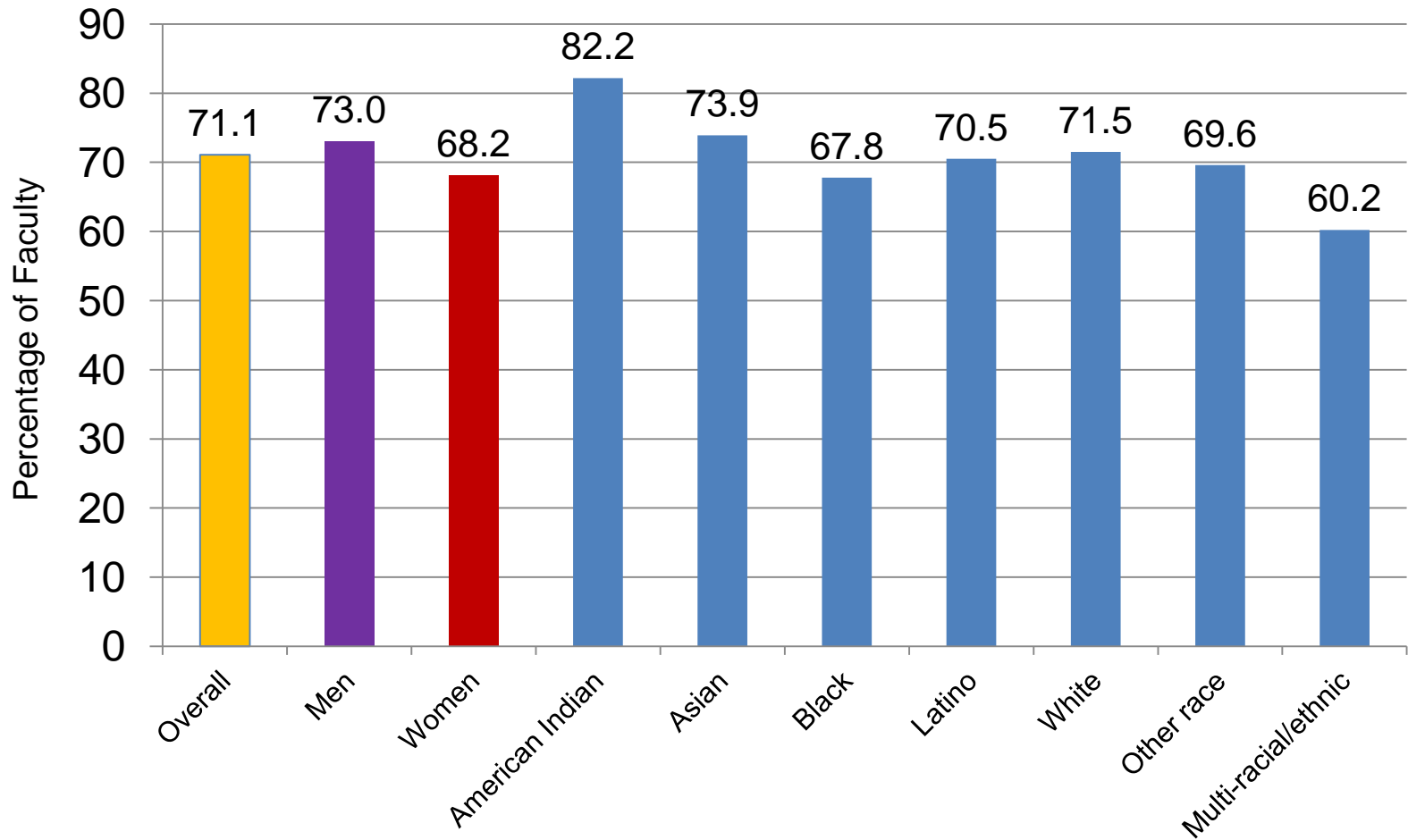


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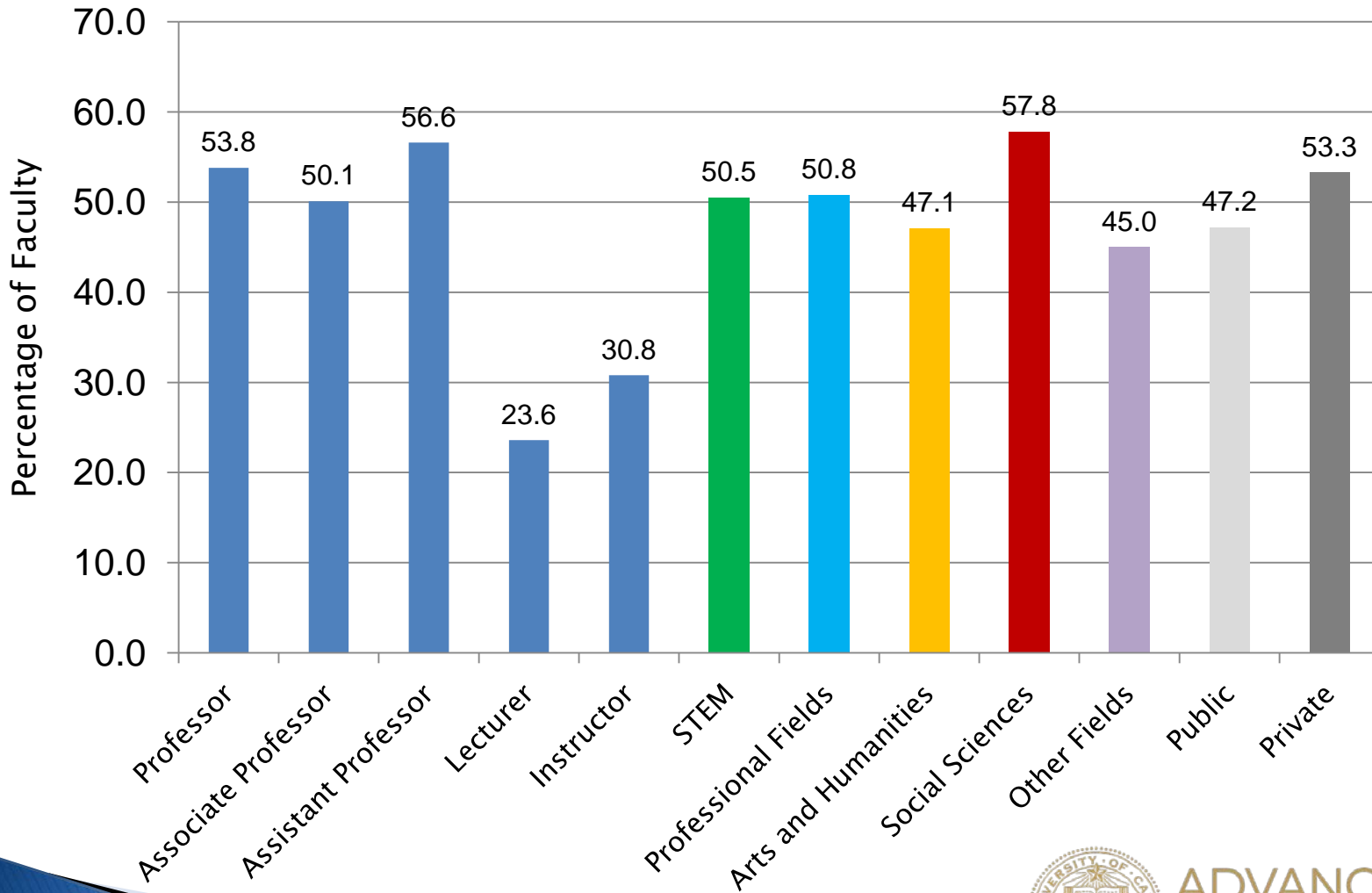
Question 28 - Indicate the extent to which you agree or disagree with each of the following: Sub-question R: Criteria for Advancement and Promotion Decisions Are Clear (Percent Agreeing Somewhat or Strongly) by Rank



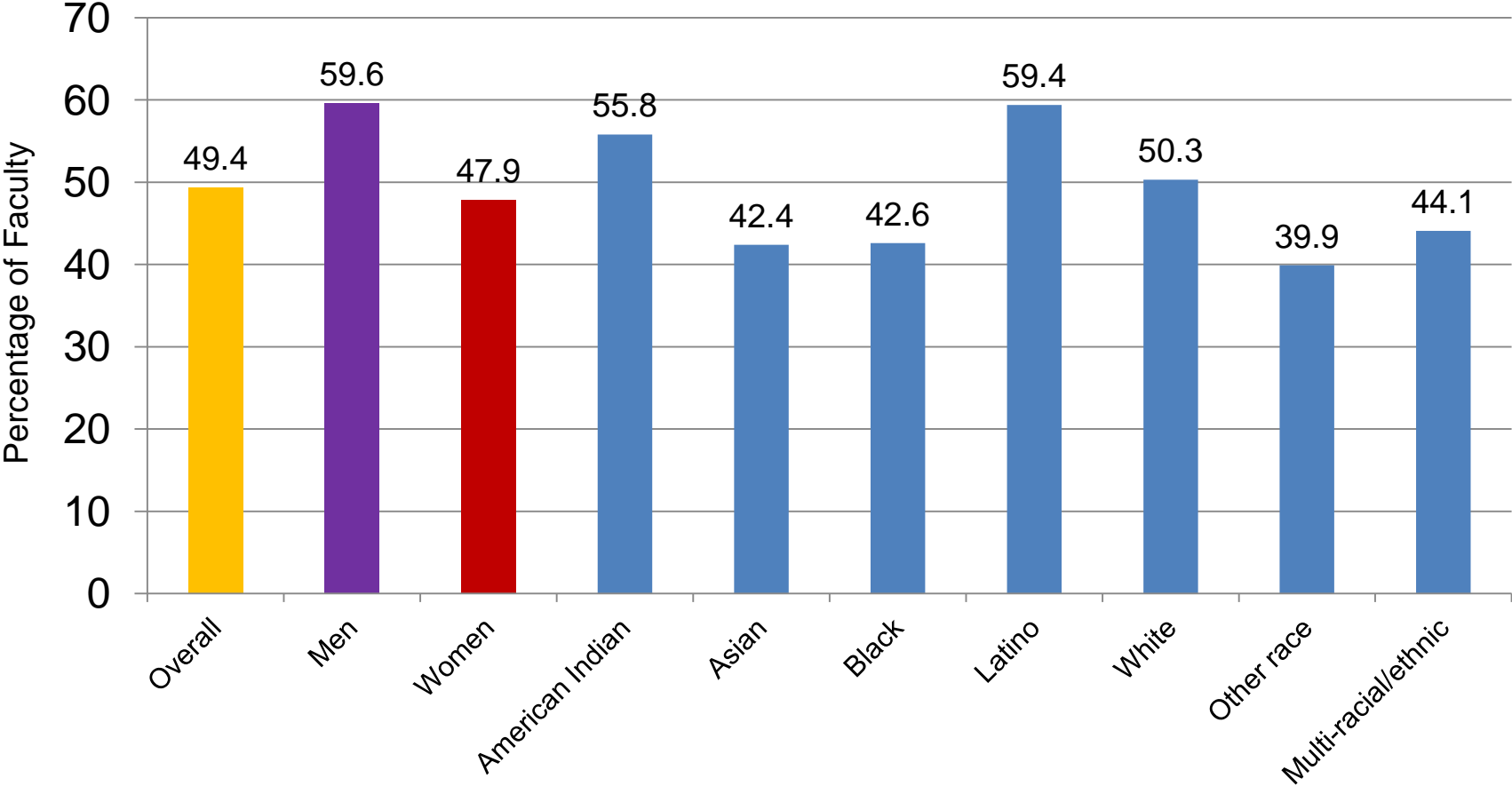
Q28 Sq R: Criteria for Advancement and Promotion Decisions Are Clear (Percent Agreeing Somewhat or Strongly) by Gender and Race/Ethnicity



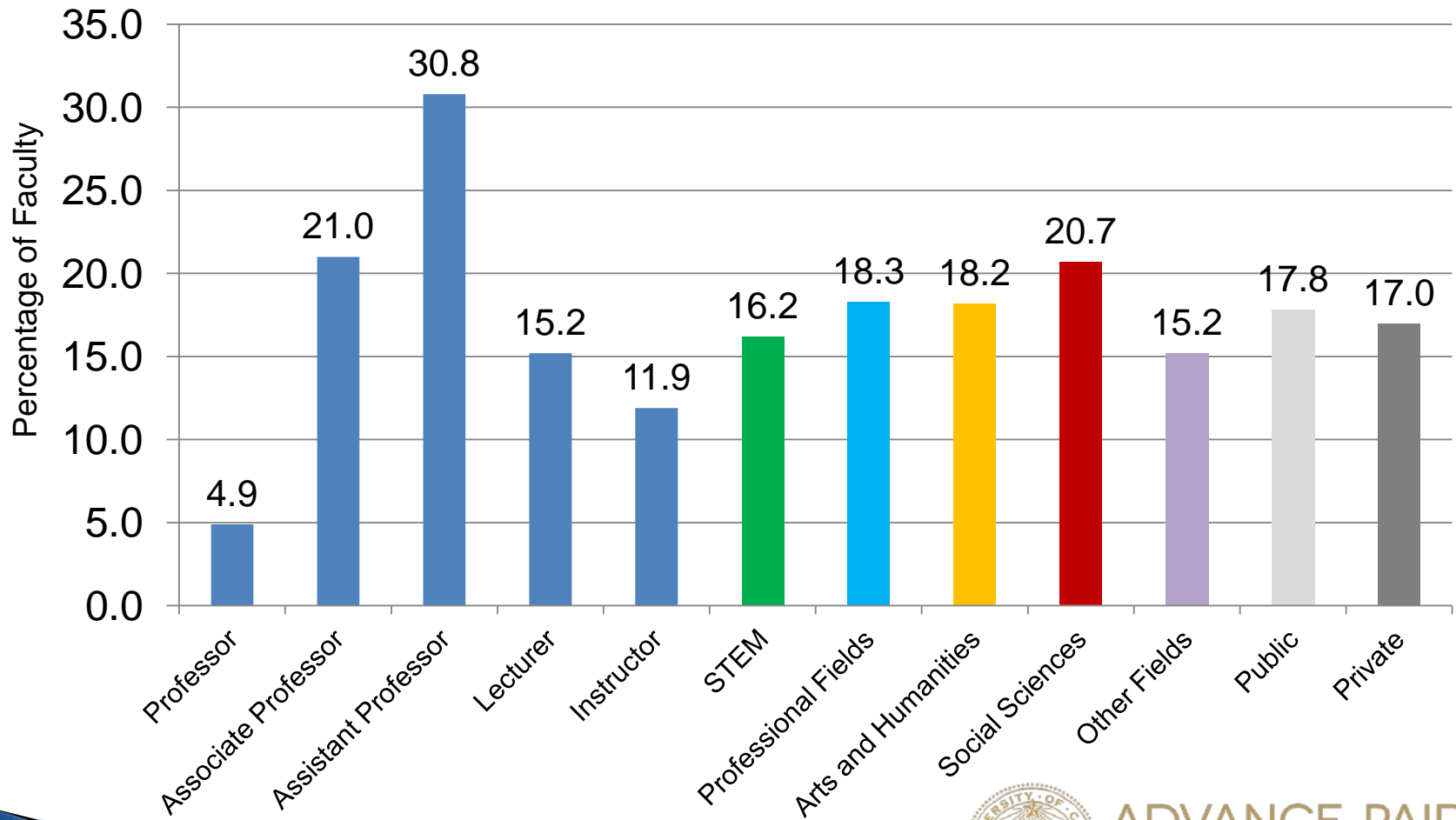
Question 33 – How satisfied are you with the following aspects of your job? Sub-question P: Prospects for Career Advancement (Percent Marking "Satisfied" or "Very Satisfied") by Rank, Broad Discipline and Public & Private.



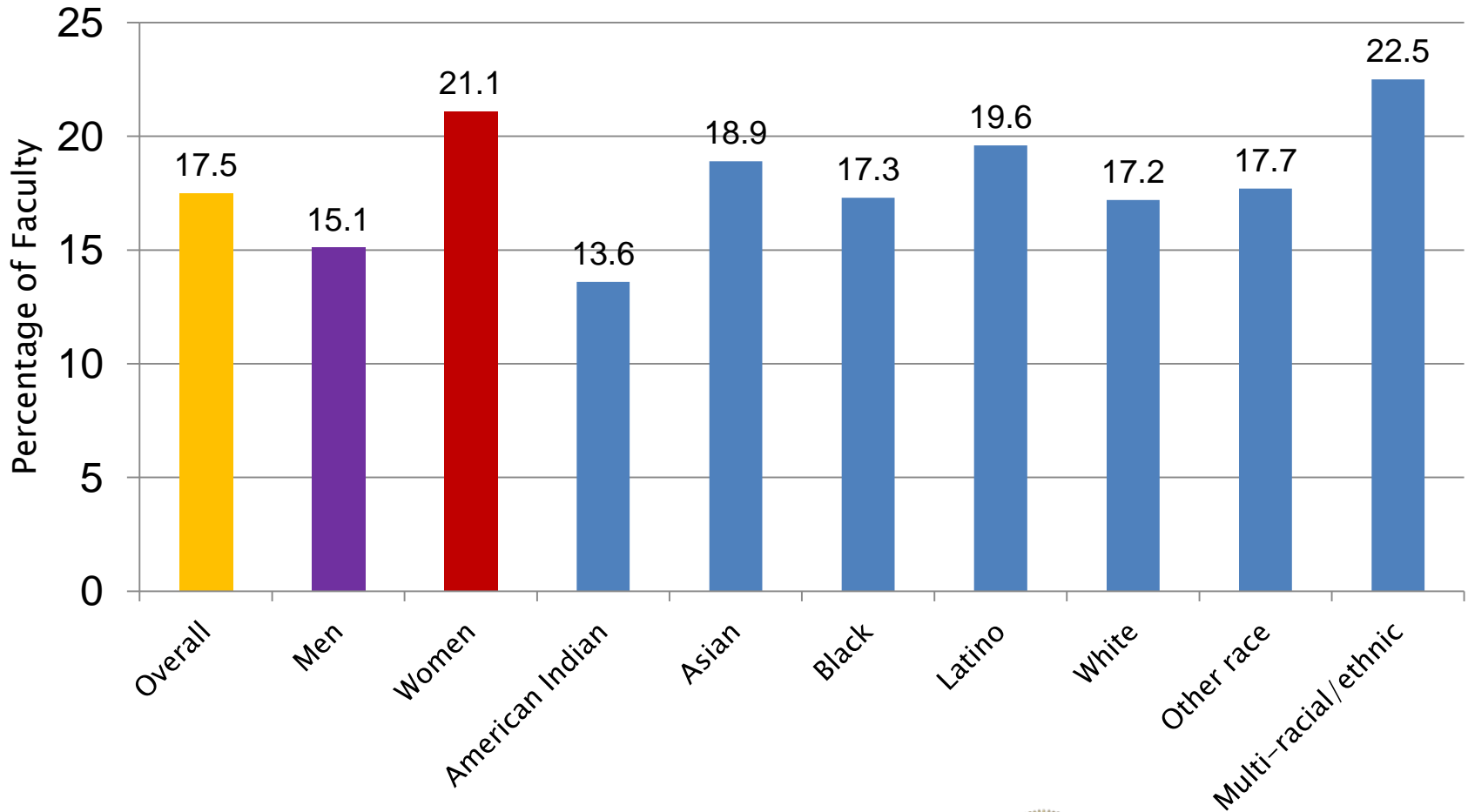
Q33 Sq P: Satisfaction: Prospects for Career Advancement (Percent Marking "Satisfied" or "Very Satisfied") by Gender and Race/Ethnicity



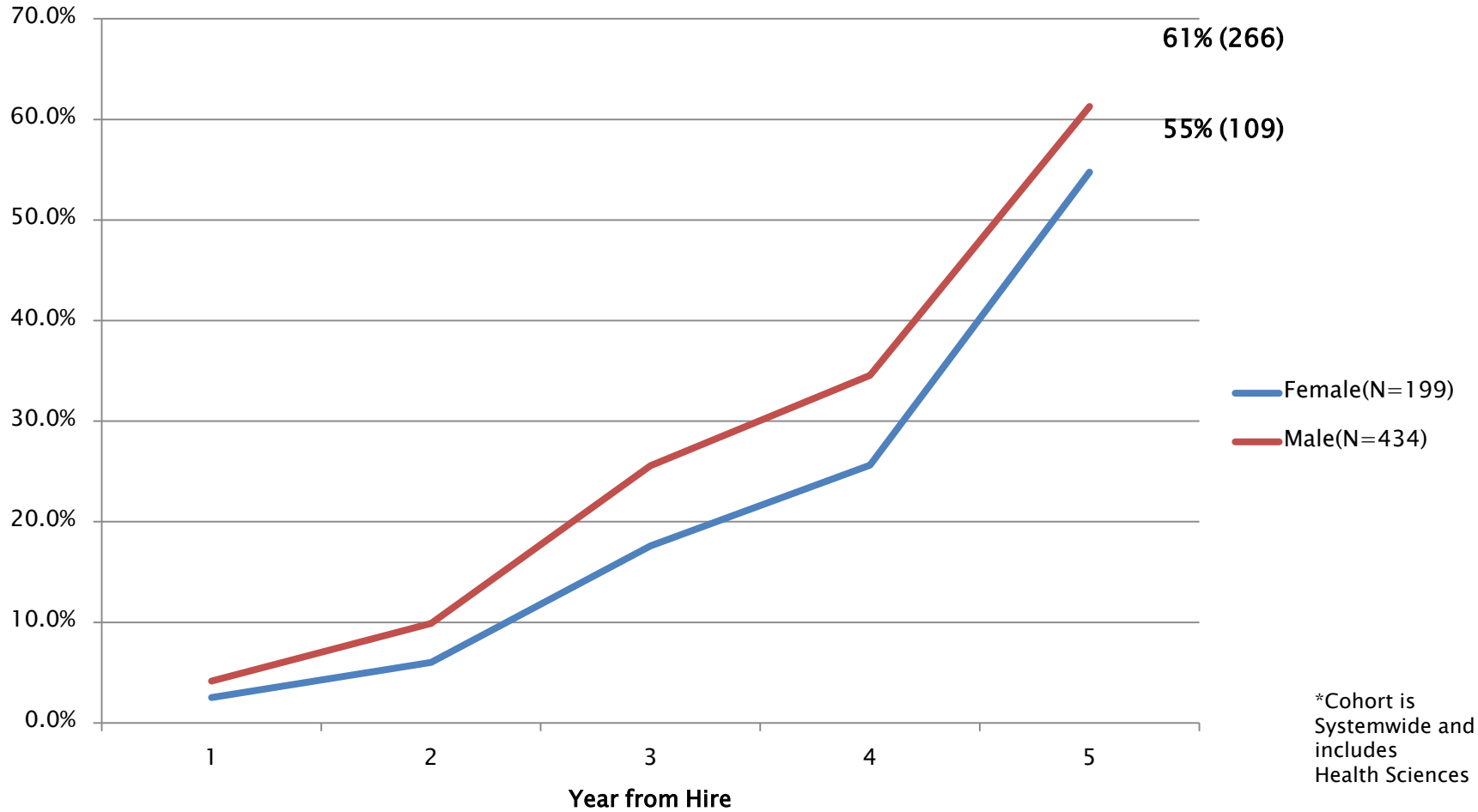
Question 34: Please indicate the extent to which each of the following has been a source of stress for you during the last two years: Sub-question D: Review/Promotion Process (Percent Marking "Extensive") by Rank, Broad Discipline and Public & Private.



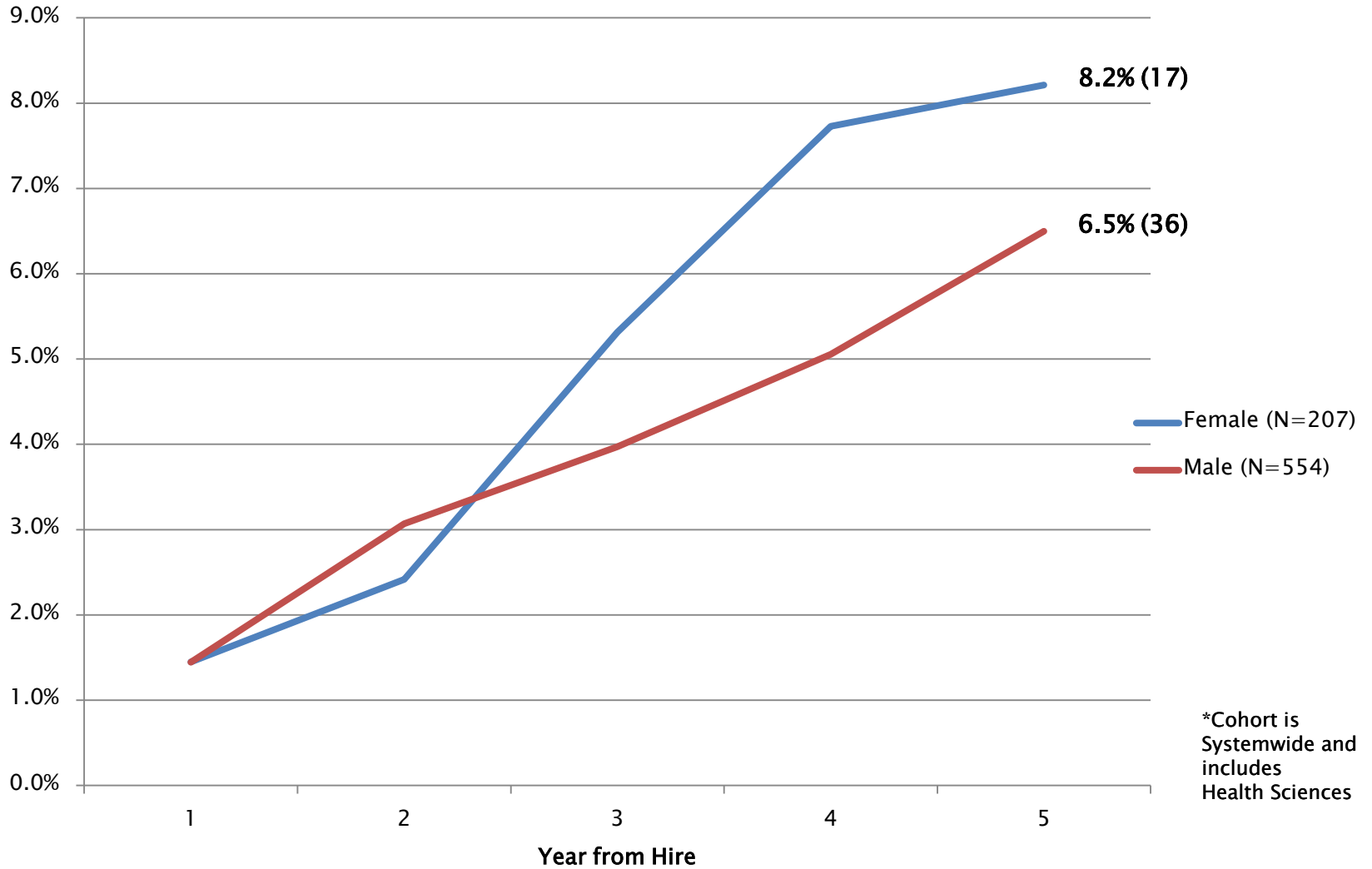
Q34 Sq D: Review/Promotion Process (Percent Marking "Extensive") by Gender and Race/Ethnicity



New Hires 2003–07 STEM Assistant Professor Cohort* – Tenure Reached by Year by Gender (N=633)



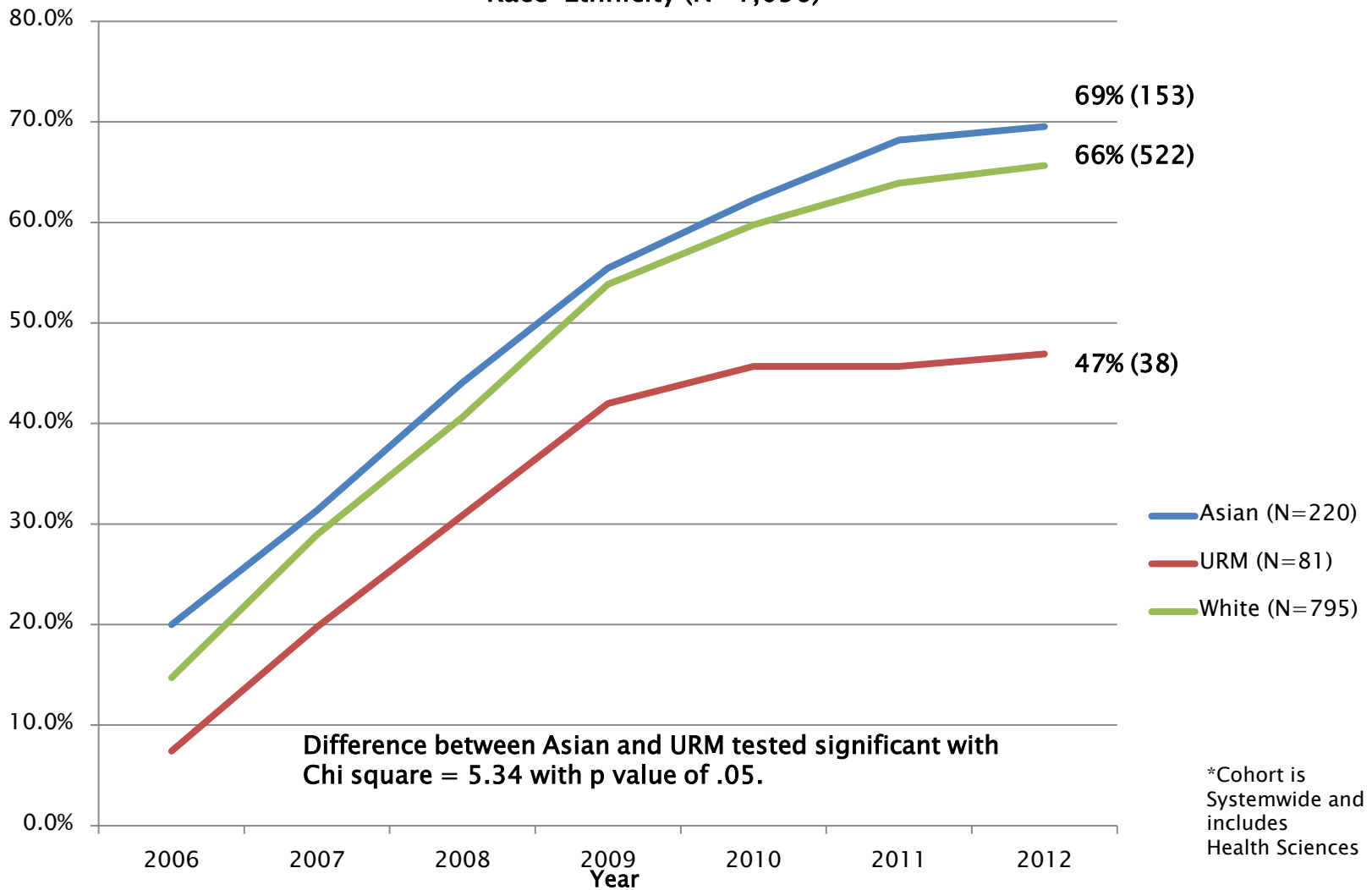
Total Resignations from STEM Assist. Prof. Cohort* hired 2000-05 by Gender (N=761)



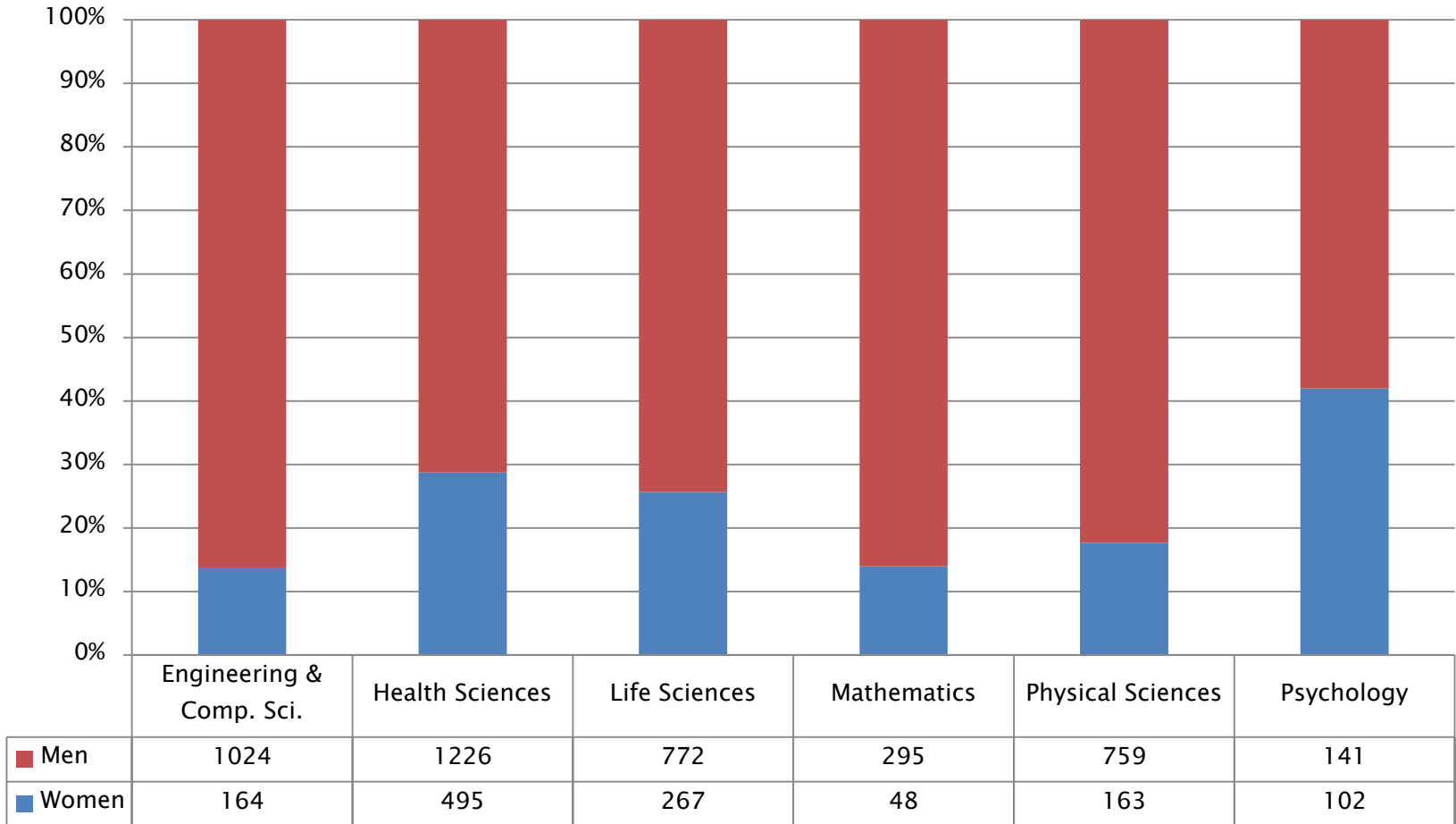
*Cohort is Systemwide and includes Health Sciences



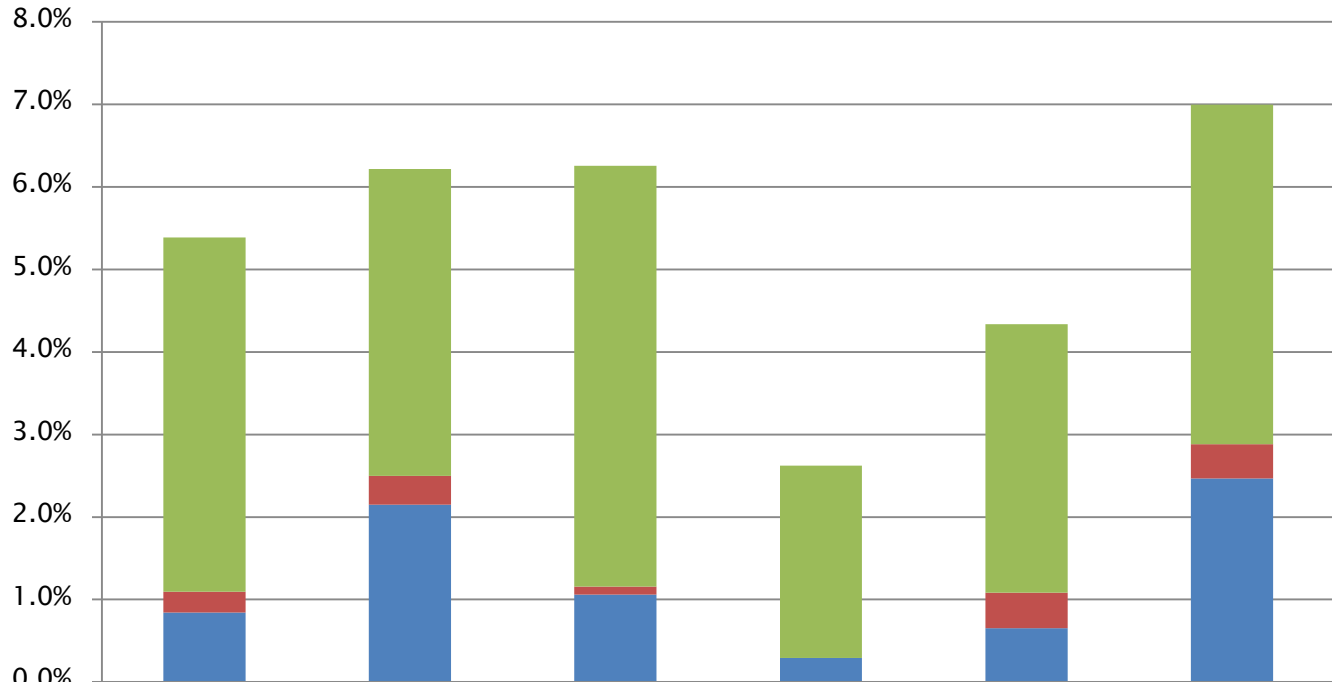
2005 STEM Assoc. Prof. Cohort* – Percent who Reach Professor Rank by Year by Race-Ethnicity (N=1,096)



Ladder and Equivalent Rank Faculty by Select STEM Disciplines By Gender, Fall 2012



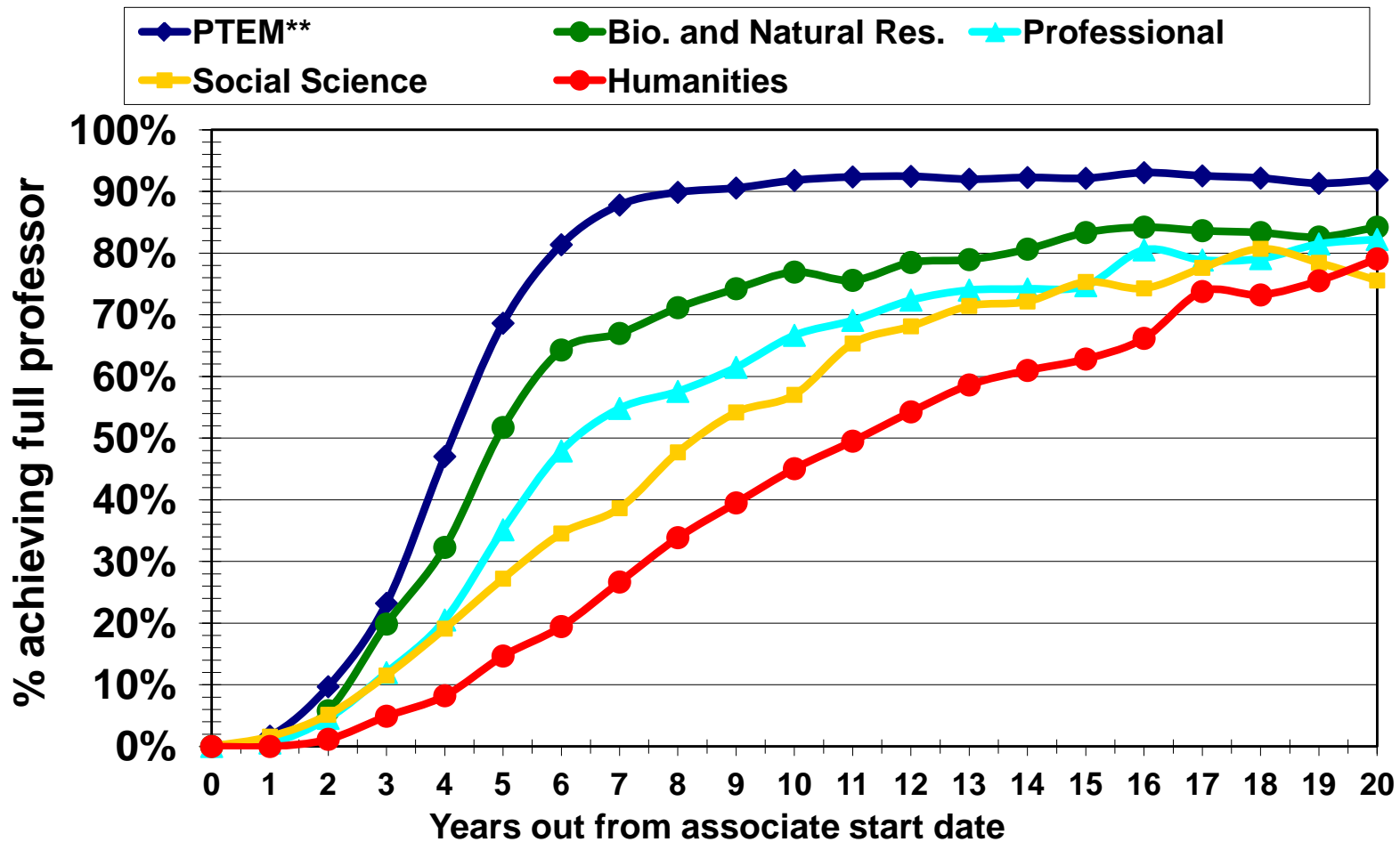
Ladder and Equivalent Rank Faculty by Select STEM Discipline by Race/Ethnicity, Fall 2012



	Engineering & Comp. Sci.	Health Sciences	Life Sciences	Mathematics	Physical Sciences	Psychology
Chicano/Latino/Hispanic	4.3%	3.7%	5.1%	2.3%	3.3%	4.1%
Native American	0.3%	0.3%	0.1%	0.0%	0.4%	0.4%
African/African American	0.8%	2.1%	1.1%	0.3%	0.7%	2.5%



Achieving Full Professor at UC Berkeley by Broad Disciplinary Groups (Includes All Current and Former* UCB Faculty with Associate Start Dates 1985–2011)



Source: UCB Faculty Personnel Records, 1985-2011.
Dr. Marc Goulden.



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